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Monitor Newsletter October 13, 1997

Bowling Green State University

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MONITOR

VOL. 22 NO. 11 ♦ OCTOBER 13, 1997

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Bowling Green, Ohio

Sending a signal: Ribeau's bonus is University's gain

President Sidney Ribeau returned to the University a \$15,000 bonus which was given to him Oct. 3 by the Board of Trustees as a reward for "exceptional performance" in guiding the University.

While expressing gratitude to the trustees for their show of support and confidence, Ribeau said that instead of accepting the bonus for himself, he was donating it as the initial gift to establish a University Leadership Academy.

Ribeau, who did receive a 3 percent salary increase, said he wanted to send a signal to the campus community that the University's progress was the result of everyone working together.

Ribeau's new salary will be \$169,950, a \$4,950 increase.

Trustee Michael Marsh of Bowling Green said "it is a terrific gesture and the money is going to be used for a good cause."

"I greatly appreciate the \$15,000 bonus," Ribeau told the trustees. "In fact, I'm overwhelmed by the board's generosity. However, I have always made it clear to everyone on campus that it takes the combined effort of all of us to move this University forward. Our successes have indeed been a collaborative effort. You are rewarding me for this progress but it's really everyone who should share this bonus," Ribeau said.

Following Ribeau's announcement, the board officially named the academy "The Bowling Green State University Sidney A. Ribeau Leadership Academy."

Ribeau said "we are committed to providing our students with the opportunities and skills to become leaders, not only at the University but in their lives after graduation." He plans to work with others on and off campus to raise a minimum of \$85,000 to create a

\$100,000 endowment for the academy.

The academy will involve three distinct groups:

- high school students with leadership potential, as identified by their teachers, counselors, religious and other community leaders, will be brought to campus to take part in leadership workshops;

- current Bowling Green student leaders will receive training; and

- those advising campus groups will be given special training designed to help them develop the leadership abilities of students elected to key positions in campus organizations.

"I think it is the best possible use of the funds," Ribeau said. "I am doing this because I firmly believe it is the right thing to do."

Ribeau's report to the board detailed a comprehensive list of technological advances the University has made since fall 1994. Ribeau



— President Sidney Ribeau

said "remarkable progress" has been made in this area.

In the residence halls, for example, the number of computers increased from 37 to 329, now providing one computer for every 19 students. Classroom technology is also being upgraded to provide new televisions and video projection systems for computer-based presentations. In addition, the University now offers 14

"It takes the combined effort of all of us to move this University forward. Our successes have indeed been a collaborative effort."

distance learning courses.

Ribeau emphasized that "technology is not an end in itself, but a means to a very important end product—a well educated, sensitive, intelligent person who contributes to society."

In other activity, the Board of Trustees:

- heard a report by Les Sternberg, dean of the College of Education and Human Development, about

partnerships between the University and elementary/secondary education.

BGSU and the Pre-K-12 schools "are not only connected, their efforts are integrated," said Sternberg. "Education should be and is a Pre K-16 enterprise," he said. "It makes no sense to view [them] through separate lenses. Without adequate funding for Pre-K-16, it is likely that many necessary integrated efforts will be placed at risk."

Sternberg outlined examples of current and ongoing efforts in seven areas involving various colleges, services and grant programs. They range from the College of Musical Arts' outreach to Toledo junior and senior high school to literacy tutoring services for children and professional development for area K-12 teachers.

- approved using \$54,000 to create a free weight room in the Student Recreation Center. ♦

Hispanic youth advocate honored

In recognition of his work for Hispanic youth, Dave Garcia, assistant director of admissions, received an award from IMAGE of Northwest Ohio. IMAGE (International Mexican-American Government Employees) is a national not-for-profit organization founded in 1972.

According to Margarita De Leon, public relations counsel for IMAGE's Northwest Ohio chapter, the organization has broadened its scope since its formation to advocate for all Hispanics in the areas of employment, education, civil rights and cultural awareness.

The award was presented Oct. 10 at the University of Toledo.

"I'm excited and encouraged that the Hispanic community has recognized my work with Hispanic youth and education," Garcia said.

De Leon said Garcia was given the award for several reasons: recruiting Hispanic students, raising scholarship money and working with the Latino Networking committee, an organization for



David Garcia

Latino faculty, students and administrators at BGSU.

Garcia also is one of the founders and current president of ECHHO (Educators in College Helping Hispanics Onward), a statewide not-for-profit organization of Hispanic admissions professionals. Plus, according to De Leon, he was instrumental in introducing Hispanic programming to Wood County Cable.

De Leon described Garcia as "fair, honest, hardworking and committed to improving the quality of life for Hispanics."

A sure sign that Garcia's outreach efforts have been successful is that this year's

freshman class contains the largest number of Hispanic students in the University's history (118 including Firelands' students).

Garcia said most of his efforts occur through ECHHO and the Latino Networking committee. "We try to show Hispanic youth that they do have the opportunity to go to college and that there are financial resources available to them," Garcia said. "Part of our recruitment process also is allowing youth to see Hispanic role models."

Once Hispanic youth are enrolled at BGSU, retention is not a problem. "Our retention [at 73.9 percent] is very good compared to other state universities and colleges" [in Ohio], Garcia said.

Garcia was nominated for the award by Debra Ortiz of the University of Toledo, who also is a member of ECHHO. Garcia is one of seven individuals honored this year.

The actual award is a bronze statue of a woman reaching upward and was created by Toledo artist Bob Garcia. ♦

October 15-18

New Music & Art Festival

Wed., Oct. 15

The CORE Ensemble, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Thurs., Oct. 16

Composition seminar with Pulitzer Prize-winner Bernard Rands, 3:30 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Exhibit opening, sculptor Robert Hurlstone, glass and mixed media, on display through Nov. 12, 7 p.m., Kennedy Green Room, Moore Musical Arts Center.

Pre-concert talk, 7:30 p.m., Bryan Recital Hall, Moore Musical Arts Center.

The Cleveland Chamber Symphony, Edwin London, Music Director, with the CORE Ensemble, 8 p.m., Bryan Recital Hall, Moore Musical Arts Center.

Fri., Oct. 17

Composer to Composer: A Dialogue with Bernard Rands, panel discussion, 9 a.m., Bryan Recital Hall, Moore Musical Arts Center.

Concert, featuring solo and chamber music by the Bowling Green String Quartet, 10:30 a.m., Kobacker Hall, Moore Musical Arts Center.

Concert, Venti da Camera and faculty and student performers, 2:30 p.m., Kobacker Hall, Moore Musical Arts Center.

Slide-Lecture, Mary Ann Unger, 6:30 p.m., 204 Fine Arts Center.

Exhibit opening/reception, "Strong Spirits," seven women sculptors exhibit through Nov. 12, 7:30 p.m., Dorothy Uber Bryan Gallery, Fine Arts Center.

Concert, The Wind Ensemble, directed by Bruce Moss, featuring a selection of chamber works, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

Sat., Oct. 18

Presentation of papers, research spanning the music of the 20th century, 9 a.m., Bryan Recital Hall, Moore Musical Arts Center.

Panel discussion, "Making Arts, Making Music 1997," issues facing the arts with Bernard Rands and other guest composers and artists, 1 p.m., Little Theatre, Toledo Museum of Art.

Concert, 2:30 p.m., Great Gallery, Toledo Museum of Art.

Panel discussion with composers and conductors, programming, outreach and contemporary music, 4:30 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Exhibit opening/reception, Youth Sculpture Project and works by Joan Damankos, 7 p.m., Willard Wankelman Gallery, Fine Arts Center. On display through Nov. 12.

Bowling Green Philharmonia, 8 p.m., Kobacker Hall, Moore Musical Arts Center.

All events are free and open to the public. For more information, contact 2-2685.

Administrative Staff Council meeting

Compensation highlights 10 goals for 1997-98

Planning its strategy for the coming year, the Administrative Staff Council approved the following 10 goals at its Oct. 2 meeting:

- Implement the administrative staff salary compensation plan.

The Personnel Welfare Committee plans to review and recommend policies and procedures regarding:

- progression through a grade or range, including movement to the midpoint in a timely manner,
- internal promotion,
- the impact of reorganization on the compensation plan,
- consideration of internal candidates,
- timely process for position audits, review etc., and
- appeal of audits.

Meeting this goal would involve setting a timeframe for implementation and reaching closure on any unresolved appeals.

Other objectives include reviewing the grievance process and obtaining a list of all administrative staff and their rankings, as well as exempt staff and obtaining the updated administrative staff grade level structure for 1997-98.

The council plans to hold a summit to update all interested staff about compensation plan issues.

- Implement the performance-based merit system and performance appraisal process. This will involve clarifying what is meant by 'performance' and 'merit,' and exploring linking the two. The council also plans to explore developing a mechanism to monitor supervisors' performance as

part of the process.

- Make appropriate recommendations regarding salary matters pertaining to administrative staff.

The various issues expected to be addressed include securing a competitive salary and benefits package, reviewing gender and other inequities and evaluating situations where long-term employees' salaries are near the bottom of their grade/ranges.

- Conduct educational forum(s) on collective bargaining open to all employee groups.

• Update the ASC charter and bylaws, taking into account reorganization, the compensation plan, a revised grievance process and the performance-based merit system and appraisal process.

- Analyze administrative staff who also teach part-time. This will involve researching other universities' practices.

• Increase University enrollments by collaboratively working with other groups on campus, including human resources, Classified Staff Council and the Constituent Groups Caucus.

This will include working to create a bundle of courses all staff could take to meet their needs.

- Develop a World Wide Web site to distribute "news flashes," handbook information and meeting minutes.

• Increase the ASC student scholarship fund by at least \$10,000, taking advantage of matching contributions from the Alumni Association. The Cedar Point work day Sept. 28 netted \$1,280.

Future plans include auctioning office products/services provided by administrative staff, such as tickets, duplicating or computing advice, in addition to a mail campaign.

- Develop numerous awards/special recognition avenues to honor administrative staff for their achievements.

• Handbook revision. A subcommittee has been formed to revise the current Administrative Staff Handbook.

In the process, members Ed O'Donnell, food operations, and Mary Kay O'Neill-Jones, health and human services, will update the handbook to reflect recent changes in amendments and by-laws.

They will also review the handbook for discrepancies in policies and review policies and benefits that are similar to other employee groups. When similarities occur, the subcommittee will work with the other groups to frame the same language.

- Internal communications. A new internal communications liaison position has been created within the Internal Affairs Committee.

Appointed on an ad-hoc basis for one year, the liaison will update and distribute the constituent list for council representatives, maintain the list proc and monitor attendance at council meetings.

- Part-time teaching survey. Several administrative staff also teach at the University and an ad hoc committee is gathering information about compensation practices affecting these employees.

"Late last spring, several concerns were brought to the attention of council relative to [inconsistent] policies and remuneration when administrative staff teach," said committee chair Jan Peterson, continuing education.

For example, some teach for no compensation, some receive overload pay, some on 10-month contracts receive overload pay while others are paid as part-time faculty.

The information collected from a confidential survey will be used to identify the number of staff persons teaching and type of compensation received.

- Flex-time feedback. Administrative staff will be asked to voice their opinions about current or desired summer flex-time policies via email. The feedback will be compiled and forwarded to central administration.

"The hope is to develop a win-win situation where service can be provided when needed and employees can have flexibility in their work schedules," said ASC chair Duane Whitmire, computer services.

Interested staff are welcome to attend the next ASC meeting, scheduled for 1:30 p.m. Nov. 6 in the Alumni Room, Student Union.

Special guests will be Rebecca Ferguson, assistant provost for human resources, and Charles Middleton, provost and vice president for academic affairs. ♦

in brief

Explore classroom technology at Wapakoneta conference Oct. 17

The 1997 Northwest Ohio Educational Technology Conference, to be held Oct. 17 in Wapakoneta, will feature presentations by educators, legislators and other professionals knowledgeable about integrating educational technology into the classroom.

Sponsored by Northwest Ohio Educational Technology Foundation (NWOET) in Bowling Green, the conference is presented in cooperation with Southern Ohio Instructional Technology Association and Wapakoneta City Schools and is set for 9 a.m. to 3 p.m. (lunch included) at Wapakoneta High School on Redskin Trail.

Guest speakers are Ohio Senator Robert Cupp (R-Lima) and Ohio Representatives Charles Brading (R-Wapakoneta), Michael Fox (R-Hamilton) and Randy Gardner (R-Bowling Green), along with SchoolNet faculty and officials from the Ohio Department of Education, technology coordinators and educators.

To register, call the NWOET Foundation at 2-7033 and ask for Marcia Newsted, or e-mail newsted@wbgu.bgsu.edu. Cost is \$45 for BGSU faculty/staff and \$10 for BGSU students. Price includes lunch. Continuing education units are available for an additional cost.

Visit NWOET's homepage for additional information on sessions and presenters: <http://www.wbgu.bgsu.edu/nwoet/>

Vendor exhibits will include software, hardware, networking and supplies and presentation topics include integrated software, CD-ROM, telecommunications, distance learning, networking, Internet, technology planning, SchoolNet, multimedia, and professional development. ♦

'Madness' highlights men's basketball

The 1997-98 men's basketball team will be introduced with fanfare during a Midnight Madness event beginning at 10:30 p.m., Friday, Oct. 17 in Anderson Arena. Fans can see this year's team in action in a midnight scrimmage and practice. The night of 'madness' also features:

- Entertainment: Detroit Pistons' dance team, "Automation," The Bucket Boys, Live DJ, BGSU cheerleaders, dance team, gymnastics and Pep Band.
- Free food.
- Contests and prizes, including one year's tuition.
- 3 on 3 Basketball Tourney (quarter-finals, semi-finals and finals) starring BGSU students. (Tournament play begins at 7 p.m. in Anderson Arena; participants must register in advance).

Admission: canned or non-perishable food items for the food bank. ♦

Career exploration in cyberspace



Employers get a taste of recruiting cyberspace style during a career services demonstration of job hunting on the World Wide Web Oct. 7. Ellen Nagy runs the computer as Jahi Gye-Nyame presents.

MONITOR

Published for faculty and staff of Bowling Green State University

University Vision Statement:

Bowling Green State University aspires to be the premier learning community in Ohio and one of the best in the nation. Through the interdependence of teaching, learning, scholarship and service we will create an academic environment grounded in intellectual discovery and guided by rational discourse and civility.

BGSU is an AA/EEO educator and employer.

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Faculty Senate meeting

New merit and tenure systems seek to clarify expectations

During the Oct. 7 Faculty Senate meeting, senators discussed concerns and issues as the University moves toward new ways of evaluating performance and determining merit pay increases.

Charles Middleton, provost and vice president for academic affairs, outlined efforts to aggressively recruit faculty during the last two years, saying these are "signs we have begun to turn the corner" on faculty hiring.

On the main campus in 1996-97, 57 actual searches were conducted (47 replacements and 10 new). Of these, 39 were successful and 18 were cancelled by the departments, to be carried over to the next year, because quality candidates were not found.

In 1997-98, the main campus will be involved with 73 recruitments, including 55 replacements, 18 carried over from last year and nine new positions. "Next year, we will still be recruiting vigorously," he added.

Middleton also said that \$125,000 has so far been used to address faculty compensation concerns, including supplemental salaries for assistant professors and market adjustments for senior faculty.

Departments and academic units are currently devising policies to implement the promotion, tenure and merit policies and documents approved by the Board of Trustees last spring. The new processes will be in place Jan. 1, 1998.

Middleton emphasized that the new systems are meant to provide a foundation for growth and development and to make faculty accountable "to each other and to the larger public." The end result will make policies and outcomes "comparable across units," he said.

Each academic unit is being asked to modify template documents to meet their needs and clarify expectations. "Clarity is the overall goal," said Middleton. Each unit must define "what it means to be a successful person and provide clear guidance, especially for probationary faculty." Yet, he stressed the flexibility departments have to set standards. "If you think something is reason-

able, propose it as part of the policy," he said, "and we'll ask questions. Strive for perfection, but expect ambiguity."

The intent is to allow faculty to express their discipline in the unit's or department's documents, which must be approved by the deans, with concurrence from the provost's office. Departments are being asked to define the "threshold of performance" to meet department expectations. Determining that is expected to involve discussion, debate and decisions at the departmental level.

Several senators offered examples of how the new systems will merely formalize what is already occurring in terms of assigning and negotiating workloads.

Departments will be asked to include certain elements in their merit documents, including thresholds defining "merit" and "extraordinary merit," and a statement on how faculty qualify for merit in each of the three required areas: teaching, research and

service. The deans will be expected to review department-approved documents for these elements.

Much discussion involved the linkage between merit and promotion/tenure. In some cases, determined by the policies developed by each academic unit, a faculty member could receive a merit pay increase but not promotion/tenure. Departments will have the opportunity to write a separate merit implementation document, said Robert Holmes, Faculty Senate chair.

Another issue involved the use of funds intended for pay raises if a faculty member does not qualify for a merit pay increase. Middleton said the money not used will be given to the faculty member's department for use the following year.

Recently, the Faculty Senate leadership has been meeting with members of the provost's office to discuss implementation and issues surrounding the new systems.

Holmes invited faculty to address questions or concerns to Senate leaders. ♦

Social events to foster interaction, retention

Faculty Senate officers invite all faculty to participate in one of four student/faculty "Ice Cream Social/Game Nights" to be held Oct. 20-24 in dining facilities, the commuter center and at Firelands College.

The intent is to increase faculty-student interaction in an effort to help foster positive relationships and improve student retention.

To participate, faculty are asked to volunteer for one or two hours and supply their favorite game; the Senate will supply the ingredients for ice cream sundaes. The events will take place as follows:

- 8-10 p.m., Monday, Oct. 20, Kreischer and Commons dining halls and the Galley at Harshman;
- 8-10 p.m., Tuesday, Oct. 21, Founders, Prout and McDonald dining halls;
- 11:30 a.m.-1:30 p.m., Wednesday, Oct. 22, Commuter Center; and
- noon-2 p.m., Thursday, Oct. 24, Firelands College, the Pit area.

Interested faculty should contact Veronica Gold, Senate vice chair, at 2-2752 or vgold@bgnet.bgsu.edu, or Diane Whitmire, administrative secretary to the Senate, at 2-2751 or dkwhitm@bgnet.bgsu.edu with their desired time slot and the name of the game they will bring by Oct. 13.

"Research suggests that those students who do not return to the University often do not develop an affiliation with their peers or the faculty," said Faculty Senate Chair Robert Holmes. "We believe that our retention rates will improve as students have more opportunities to interact with faculty and that events such as this one will provide a meaningful and fun point of contact between the faculty and some students." ♦

In the swim of things



Conrad McRoberts, financial aid, makes a splash as he helps raise money for the men's and women's swimming and diving teams. The third annual Swim-a-thon/Dive-a-thon, held Sept. 30 at Cooper Pool in the Student Recreation Center, netted about \$12,000 for the teams' winter training trip. About 50 student/athletes and 10 coaches/administrators participated. They included Ed Whipple, vice president for student affairs; Scott Seeliger, corporate giving; head swimming coach Randy Julian, assistant coach Kendra Lowe, diving coach Phil Koester, athletic director Ron Zwierlein and former head coaches Sam Cooper and Tom Stubbs.

Library Web site is one to emulate

Innovative Interfaces Inc., a provider of on-line library catalog services, has chosen the Libraries and Learning Resources Web site as its model to create a prototype library web.

Sandy Westfall, vice president of Innovative Interfaces Inc., which provides services to more than 600 universities and colleges, said the organization liked the clean lines of the LLR's homepage, its ease of use and quick display features.

The Web site was designed and is maintained by John King, a programmer/

analyst in the library's systems office.

Libraries using Innovative Interfaces Inc., King explained, have the freedom to design a Web page however they wish, but Innovative Interfaces "is taking the Web page I designed to show other libraries what they can do."

"It's wonderful to know that others are observing the great work our staff is doing here and that John's work and that of our Systems Office may be used as a model for libraries around the world," Linda Dobb, dean of libraries and learn-

ing resources, noted.

The BGSU library web site is at www.bgsu.edu/colleges/library/.

Other recent library technological advances include:

- an electronic reading area in the main lobby, including 12 new Web workstations with shared printers to enhance student access to electronic journals, newspapers and other on-line information resources; and
- an on-line version of the Alumni Wall of Fame, now housed in Jerome Library, providing images and information about inductees. ♦

book shelf

McCord publishes novel, essays

Two books written by Howard McCord, retired director of the University's Creative Writing Program, are ready for release. His novel, *The Man Who Walked To The Moon*, is forthcoming from MacPherson and Co., and his collected essays, *The Wisdom Of Silenus*, is available now from St. Andrew College Press. He is the author of more than 30 books of poetry, fiction, criticism and travel.

The Man Who Walked To The Moon is McCord's longest piece of fiction and takes place on a fictitious mountain in Nevada called The Moon.



Howard McCord

Before his retirement this summer, McCord taught at the University for 25 years. Previously, he taught at Washington State University and the University of Utah, for a total of 38 years. ♦

"Students First... Using Service Quality at BGSU"

Author and
organizational
consultant

**Thomas K.
Connellan**

Free presentation

Monday, Nov. 10
3:30-5 p.m.
Lenhart Grand
Ballroom,
Student Union

campus calendar.....

Monday, October 13

International Film Series, "The Funeral," 8:15 p.m., a breakthrough Japanese film released in 1986. Gish Film Theater. Free.

Public skating, 3:30-5:30 p.m. and 7-9 p.m., Ice Arena.

Concert: "The Grenada Group," Russia's national folk ensemble, 7 p.m., central lounge, Firelands College. Sponsor: Crosscurrents International Institute. Free.

Tuesday, October 14

Workshop: "Preventing Sexual Harassment: Everyone's Problem—Everyone's Responsibility," 9:30-11:30 a.m., Faculty Lounge, Student Union. Reservations required, 2-8495.

Teaching and Learning Seminar, discuss, evaluate and investigate perspectives on cooperative practices, such as group work, collaborative teams and cooperative learning, 6-8 p.m., Faculty Lounge, Student Union. Registration, Center for Teaching, Learning & Technology, 2-6898.

Wednesday, October 15

Workshop, "Creating Web Pages III: Advanced Uses of Claris Homepage (MAC)," 9-11 a.m., 126 Hayes Hall Computer Lab. To register, call Center for Teaching, Learning & Technology, 2-6898.

Study abroad fair, learn about study abroad programs from BGSU and other colleges and universities, 10 a.m.-3 p.m., Lenhart Grand Ballroom, Student Union.

Forum "Equal Educational Opportunity: Equity and Fairness Issues in the Classroom," 3:30-4:30 p.m., Town Room, Student Union.

Men's soccer hosts Xavier, 3:30 p.m., Cochrane Field. Panel discussion, Drinking and Driving Impact Panel, 7:30 p.m., 115 Education Building. Sponsor: Center for Wellness and Prevention. Free.

Public Skating, 8-10 p.m., Ice Arena.

Thursday, October 16

Speaker, "Federal Support for University-Based Research: Where Do We Go From Here?," Michael Davey, member of the Congressional Research Service in Washington, D.C., will speak at 12:30 p.m. following a noon luncheon at the Towers Inn Restaurant. Sponsors: College of Arts and Sciences and the Office of Sponsored Programs and Research (SPAR). Cost: \$5 lunch; the presentation is free.

Dissertation defense, "How do individuals with different levels of empathy strategize to dissolve romantic relationships: A Triangulation of Methods," by Jimmy Roux, interpersonal communication, 3-5 p.m., 310 West Hall.

Friday, October 17

Public skating, noon-2 p.m., Ice Arena.

Retirement reception, After 27 years of service, University Architect Rollie Engler is retiring. He will be feted from 2-4 p.m. in the Founders Court Yard.

Women's soccer hosts Kent, 4 p.m., Cochrane Field.

Workshop, "Dialogue Between American Faculty and International Students," 4-5:30 p.m., co-sponsored by the Graduate College, the English Department and a Second Language Program and the Office for International Programs. Contact: 2-8133 or 2-9948.

Hispanic Heritage Month Latinopolooza, a festival of music, dance and theater, 7 p.m.-midnight, Student Services Building. Free.

Dancing Through the Decades, this scholarship fund raiser and evening of music, dancing, and fun benefits students from Wood and Lucas counties, 7 p.m., Gladieux Plaza, 2630 W. Laskey Rd., Toledo. Sponsor: Greater Toledo Alumni Chapter. Contact: alumni office, 2-2701. Tickets: \$5.

Film, "Batman and Robin," 8 and 11 p.m., 111 Olscamp Hall. Admission \$2. Sponsor: University Activities Organization.

Saturday, October 18

Fitness Challenge "Tour of Colors," 20-mile bike ride on Slippery Elm Trail, refreshments included, 9 a.m., trail begins at the parking lot of the Montessori School of Bowling Green, 630 S. Maple St. Register with Student Recreation Center by Oct. 15. Sponsor: Recreational Sports. Free.

Preview Day, High school students and their parents will be exploring campus to learn about academic programs and student services, 9:30 a.m.-noon, Lenhart Grand Ballroom, Student Union. Contact: admissions, 2-2086.

Workshop, "Introduction to Photoshop 4.0 (IBM)," 10 a.m.-noon, 128 Hayes Hall computer lab. Sponsor: Center for Teaching, Learning & Technology. Registration: 2-6898.

Volleyball hosts Western Michigan, 7 p.m., Anderson Arena.

Lecture series, "Jean Arthur: The Actress Nobody Knew," with John Oller, 7 p.m., Gish Film Theater, Hanna Hall.

Film, classic comedy "Easy Living (1937)," part of Jean Arthur Remembered program, narrated by John Oller, 7:30 p.m., Gish Film Theater.

Film, "Batman and Robin," 8 and 11 p.m., 111 Olscamp Hall, Admission \$2. Sponsor: University Activities Organization.

Public skating, 8-10 p.m., Ice Arena.

Sunday, October 19

Guest artist, Neal Corwell, tuba, freelance composer, 2 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Public skating, 3:30-5:30 p.m. and 7-9 p.m., Ice Arena.

Monday, October 20

Online Discussion Group (IBM), explore the potential uses of the WWW and email lists for teaching and learning, 10 a.m.-noon, 128 Hayes Hall computer lab. Registration: Center for Teaching, Learning & Technology, 2-6898.

Workshop, "Sexual Harassment Training for Student Leaders," 1-3 p.m., Taft Room, Student Union. Reservations: 2-8495.

International Film Series, "In Search of Identity: Russian Women and The Society," opening lecture by Katherine Best, German, Russian and East Asian languages, an expert on Russian culture and history, at 7 p.m., followed by the film, "Wings," about a once-famous female fighter pilot and loyal Stalinist who cannot adjust to peacetime life, 8:15 p.m., Gish Film Theater. Free.

Continuing Events

October 3-December 2

Planetarium Show, "Star Stealers," a cosmic 'whodunit' for all ages, plus news and weather from Mars, 8 p.m. Tuesdays and Fridays, 7:30 p.m. Sundays, 2 p.m. Nov. 8, 112 Physical Sciences Building. \$1 donation suggested.

October 13-15

Print/poster sale, 10 a.m.-4 p.m., Amani Room, Commons. Sponsor: University Activities Organization.

October 13-November 26

Flu vaccine for faculty and staff, 8-10 a.m. Tuesdays, Wednesdays and Fridays, Student Health Service, Cost: \$7.50 (faculty, staff and spouses), \$3.50 (students).

October 15-19

Play, "A Piece of My Heart," by Shirley Lauro, based on oral histories, six women give their perspectives of the Vietnam War, 8 p.m. Wednesday-Saturday, 2 p.m. Sunday, Joe E. Brown Theatre, University Hall. Tickets, \$4, 2-2719.

October 16-November 12

Art exhibit, sculptor Robert Hurlstone, glass and mixed media, 8 a.m.-5 p.m. weekdays, Kennedy Green Room, Moore Musical Arts Center. Free.

October 17-November 12

Art exhibit, "Strong Spirits," seven women sculptors. Gallery hours: 10 a.m.-4 p.m. Tuesdays-Saturdays, 2-5 p.m. Sundays, closed holidays, Dorothy Uber Bryan Gallery, Fine Arts Center. Free.

October 18-November 12

Art exhibit, "Life as a River," youth sculpture project and works by Joan Damankos, Hours: see above item, Willard Wankelman Gallery, Fine Arts Center. Free.

• A community of learners ...

• a community of givers

• BGSU United Way Progress Report

The University United Way campaign has reached 36 percent of its goal. Out of 2,180 full-time equivalent employees, the goal is to involve 1,308 givers, or 60 percent of the workforce. As of Oct. 8, 467 givers have donated or pledged a total of more than \$58,614.

The University of Toledo is lagging behind BGSU. The score, in terms of participation rate, is BG 21 percent and UT 11.88 percent.

job postings.....

FACULTY

Assistant professor - biology (Firelands College). Tenure-track position. Call 2-0623. Deadline: Nov. 21.

Assistant professor - chemistry (inorganic and organic). Two tenure-track positions. Call 2-2031. Deadline: Oct. 15.

Assistant/associate/full professor - communication disorders. Call 2-6031. Deadline: Jan. 16, 1998.

Assistant professor - criminal justice (law enforcement and law/legal). Two tenure-track positions. Call 2-2326. Deadline: Nov. 3.

Assistant/associate professor - EDAS (school finance and law); assistant professor (3) - (executive leadership and administrative supervision). Tenure-track positions. Call 2-7377. Deadline: Dec. 1.

Assistant professor - EDCI (literacy/reading). Tenure-track position. Call 2-7279. Deadline: Nov. 14.

Assistant professor - EDFI (measurement, research and statistics). Tenure-track position. Call 2-7322. Deadline: Oct. 31.

Assistant professor - EDSE (special education). Tenure-track position. Call 2-7293. Deadline: Nov. 14.

Assistant professor - English (American literature, English education and fiction writing/literature). Three tenure-track positions. Call 2-2576. Deadline: Nov. 15.

Assistant professor - family/consumer sciences. Tenure-track position. Call 2-7823. Deadline: Nov. 28.

Assistant professor - finance. Tenure-track position. Call 2-8714. Deadline: Dec. 1.

Assistant professor - geology. Full-time, tenure-track position. Call 2-2886. Deadline: Dec. 1.

Assistant professor - HPER. Three tenure-track positions (sport management). Call 2-2878. Deadline: Nov. 14.

Assistant professor - HPER (exercise physiology). Tenure-track position. Call 2-7234. Deadline: Nov. 17.

Assistant professor - journalism. Call 2-2076. Deadline: Dec. 1.

Assistant professor - management. Two full-time tenure-track positions. Call 2-2946. Deadline: Oct. 15.

Assistant/associate/full professor - accounting/MIS. Call 2-2767. Deadline: Dec. 15.

Assistant professor - philosophy. Tenure-track position. Call 2-2117. Deadline: Oct. 15.

Assistant professor - psychology. Four full-time, tenure-track positions in clinical (behavioral medicine), cognitive (computational/neural networks), developmental (adult development and aging), and developmental (child/adolescent social development).

Call 2-2301. Deadline: Nov. 28.

Assistant professor - sociology (social psychology). Full-time, tenure-track position. Call 2-2408. Deadline: Oct. 31.

Assistant professor - sociology (family). Full-time, tenure-track position. Call 2-7257. Deadline: Oct. 31.

Assistant professor - sociology (demography). Tenure-track position. Call 2-7256. Deadline: Oct. 31.

Assistant professor - social work. Tenure-track position. Call 2-8901. Deadline: Dec. 1.

Please contact human resources, 2-8421, for information regarding the following listings:

CLASSIFIED
Posting expiration date for employees to apply: noon, Friday, Oct. 17.

Clerical specialist (10-17-1) - Philosophy Documentation Center. (12-month, part-time) Pay grade 5.

ADMINISTRATIVE
Assistant women's gymnastics coach (M-gym) - inter-collegiate athletics. Deadline: Nov. 5.

Coordinator, Geriatric Education Center (M-055) - health and human services. Deadline: Oct. 24.

Technology support manager (V-058) - residential computing connection/student affairs. Deadline: Oct. 17.